

Human Rights

MISSION STATEMENT

The mission of the Office of Human Rights is to enforce antidiscrimination laws in housing, commercial real estate, employment, and public accommodations; promote, monitor, and enforce fair housing laws relating to access and treatment; provide training and technical assistance in civil rights laws; address community conflict motivated by prejudice, intolerance, and bigotry; and promote increased understanding and tolerance among diverse groups.

BUDGET OVERVIEW

The total recommended FY05 Operating Budget for the Office of Human Rights is \$1,916,650, an increase of \$42,390 or 2.3 percent from the FY04 Approved Budget of \$1,874,260. Personnel Costs comprise 93.7 percent of the budget for 21 full-time positions and two part-time positions for 22.0 workyears. Operating Expenses account for the remaining 6.3 percent of the FY05 budget.

PROGRAM CONTACTS

Contact Seaquett Williams of the Office of Human Rights at 240.777.8459 or Bryan Hunt of the Office of Management and Budget at 240.777.2770 for more information regarding this department's operating budget.

PROGRAM DESCRIPTIONS

Discrimination Investigations

This program investigates and resolves formal sworn complaints of discrimination in employment, commercial and residential real estate transactions, public accommodations, and intimidation through a formal complaint process or through mediation. Complaints of discrimination are accepted and investigated on the bases of race, color, religious creed, ancestry, national origin, age (employment and real estate only), sex, marital status, sexual orientation, disability, presence of children, source of income (real estate only), and genetic status (employment only).

FY05 Recommended Changes

	Expenditures	WYs
FY04 Approved	1,029,150	12.0
Miscellaneous adjustments, including negotiated compensation changes, employee benefit changes, and changes due to staff turnover	47,190	0.0
FY05 CE Recommended	1,076,340	12.0

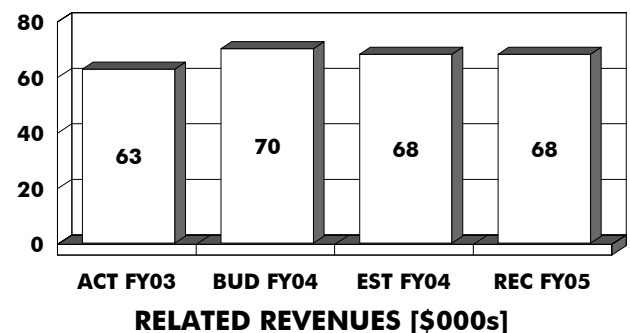
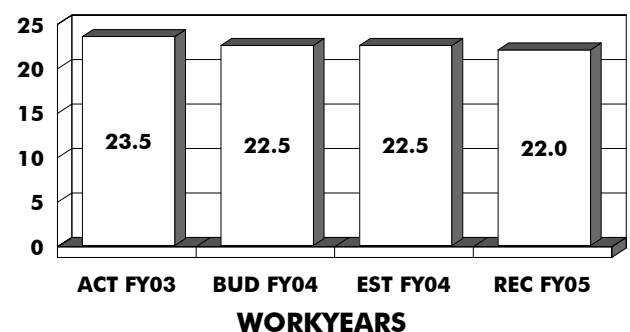
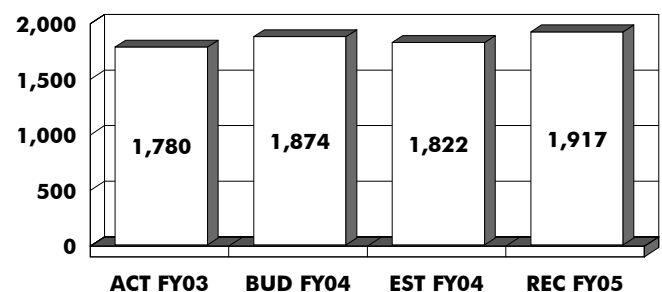
Community Mediation for Hate/Violence Incidents

This program provides support services and compensatory

Program Summary

	Expenditures	WYs
Discrimination Investigations	1,076,340	12.0
Community Mediation for Hate/Violence Incidents	235,040	2.0
Fair Housing	239,790	5.0
Administration	365,480	3.0
Totals	1,916,650	22.0

Trends



funds to victims of hate/violence incidents; a mechanism for monitoring, reporting, investigating, and analyzing such incidents; liaison to police departments and the school system; and support for the Hate/Violence Partnership Board and the Committee on Hate/Violence. The program also provides technical assistance, training, and community mediation for reducing conflict and tension associated with racial, religious, ethnic, sexual orientation, or disability-based issues; promotes and supports the Network of Neighbors, a support group for victims of hate/bias or incidents; and promotes and supports Countywide study circles and Countywide forums to improve race/intercultural relations.

Miscellaneous adjustments, including negotiated compensation changes, employee benefit changes, and changes due to staff turnover	12,780	0.0
FY05 CE Recommended	365,480	3.0

FY05 Recommended Changes

	Expenditures	WYs
FY04 Approved	190,980	2.5
Shift: Reallocation among programs	56,570	0.0
Miscellaneous adjustments, including negotiated compensation changes, employee benefit changes, and changes due to staff turnover	-12,510	-0.5
FY05 CE Recommended	235,040	2.0

Fair Housing

This program coordinates the activities of County departments, offices, and agencies to prevent housing discrimination; promotes fair access and treatment through data analysis, testing, education, training, and outreach; and provides support for the Interagency Fair Housing Coordinating Group (IFHCG). The program is funded in part by the Home Investment Partnership (HOME Grant) in the Department of Housing and Community Affairs.

FY05 Recommended Changes

	Expenditures	WYs
FY04 Approved	283,310	4.5
Decrease Cost: Public Services Intern	-6,690	0.0
Shift: Reallocation among programs	-56,570	0.0
Miscellaneous adjustments, including negotiated compensation changes, employee benefit changes, and changes due to staff turnover	19,740	0.5
FY05 CE Recommended	239,790	5.0

Administration

This program provides overall direction of the office, administration of the budget, personnel, procurement, automation, and support services. Also provided in this program is funding for human relations awards.

FY05 Recommended Changes

	Expenditures	WYs
FY04 Approved	370,820	3.5
Add: Human relations camp	20,000	0.0
Increase Cost: Operating expenses for printing, education and training, office supplies and equipment	990	0.0
Reduce: Information Technology Specialist I	-39,110	-0.5

BUDGET SUMMARY

	Actual FY03	Budget FY04	Estimated FY04	Recommended FY05	% Chg Bud/Rec
COUNTY GENERAL FUND					
EXPENDITURES					
Salaries and Wages	1,342,859	1,381,940	1,356,000	1,386,160	0.3%
Employee Benefits	346,770	383,330	373,530	410,510	7.1%
County General Fund Personnel Costs	1,689,629	1,765,270	1,729,530	1,796,670	1.8%
Operating Expenses	90,524	108,990	91,990	119,980	10.1%
Capital Outlay	0	0	0	0	—
County General Fund Expenditures	1,780,153	1,874,260	1,821,520	1,916,650	2.3%
PERSONNEL					
Full-Time	23	22	22	21	-4.5%
Part-Time	0	0	0	2	—
Workyears	23.5	22.5	22.5	22.0	-2.2%
REVENUES					
EEOC Reimbursement	62,650	70,000	68,000	68,000	-2.9%
County General Fund Revenues	62,650	70,000	68,000	68,000	-2.9%

FUTURE FISCAL IMPACTS

Title	CE REC. FY05	FY06	FY07	(FY08)	(FY09)	(FY10)
This table is intended to present significant future fiscal impacts of the department's programs.						
COUNTY GENERAL FUND						
Expenditures						
FY05 Recommended	1,917	1,917	1,917	1,917	1,917	1,917
No inflation or compensation change is included in outyear projections.						
Human Rights 'Hall of Fame' Event	0	30	0	30	0	30
This biennial event is held to recognize Montgomery County citizens who have made personal sacrifices that positively impacted County human rights issues.						
Labor Contracts	0	75	156	171	171	171
These figures represent the annualization of FY05 increments, general wage adjustments, and associated benefits. Estimated compensation (e.g., general wage adjustment and service increments) for personnel are included for FY06 and beyond.						
Subtotal Expenditures	1,917	2,022	2,073	2,118	2,088	2,118

HUMAN RIGHTS

PROGRAM:

Discrimination Investigations

PROGRAM ELEMENT:
PROGRAM MISSION:

To eliminate discrimination in employment, real estate transactions, and public accommodations and to address and resolve complaints of hate/violence

COMMUNITY OUTCOMES SUPPORTED:

- Foster respect for the law
- Assure equal opportunity
- Encourage and appreciate diversity
- Enhance the quality of life

PROGRAM MEASURES

	FY01 ACTUAL	FY02 ACTUAL	FY03 ACTUAL	FY04 BUDGET	FY05 CE REC
Outcomes/Results:					
Total monetary relief obtained (\$)	420,336	555,433	450,817	500,000	500,000
Percentage of complaints settled voluntarily	29	20	28	30	30
Percentage of mediated cases resolved	41	24	43	40	50
Relief obtained from conciliations (\$)	76,596	68,611	316,850	54,000	60,000
Service Quality:					
Average age of cases dual filed with the EEOC (days) ^a	NA	NA	NA	570	620
Total number of cases in inventory	278	310	275	250	300
Efficiency:					
Complaints closed per work year	17.0	17.3	20.0	18.3	22.0
Average cost per case closed (\$)	4,294	4,186	3,890	4,647	3,991
Workload/Outputs:					
Complaints closed	221	226	259	220	264
Training and technical assistance sessions provided	15	13	21	15	20
Inputs:					
Expenditures (\$000)	949	946	1,004	1,029	1,076
Workyears	13.0	13.0	13.0	12.0	12.0

Notes:

^aThe Office dual files employment complaints (about 70% of all cases) with the Federal Equal Employment Opportunity Commission (EEOC) at intake. The average age of a complaint filed with the EEOC is an estimate since the current EEOC computer system does not have accurate information on the dual-filed Office of Human Rights inventory. The EEOC is in the process of replacing the old system with a new Web-based system.

EXPLANATION:

This program is a civil rights law enforcement operation which receives, investigates, and resolves formal complaints of discrimination in employment, real estate, and public accommodations on the basis of race, color, religious creed, ancestry, national origin, age, sex, marital status, sexual orientation, disability, source of income, and the presence of children. This program also receives and investigates hate/violence complaints. A structured intake program evaluates and validates intake inquiries. Once a complaint is accepted, both parties are offered mediation. Cases which fail or do not elect mediation are investigated and resolved or settled with findings on the merits of the complaint. A *de novo* public hearing (administrative trial) before the Commission on Human Rights is mandatory for those discrimination cases which cannot be voluntarily settled. Relief and penalties can be ordered by the Commission. The Office of Human Rights now has jurisdiction over private employers with one or more employees, the Montgomery County Government, real estate transactions, and places of public accommodation.

PROGRAM PARTNERS IN SUPPORT OF OUTCOMES: U.S. Equal Employment Opportunity Commission; other Federal, State, and local civil rights enforcement agencies.

MAJOR RELATED PLANS AND GUIDELINES: Chapter 27, Article I, Montgomery County Code; Title VII of the Civil Rights Act of 1964; Title VIII of the Civil Rights Act of 1968; Article 49B, Maryland Annotated Code; judicial precedent.